

## 2015 CITY OF SAN JOSE – MEF/CEO NEGOTIATIONS

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### CITY COUNTERPROPOSAL TO CEO – PROTECTIVE FOOTWEAR

City Proposed Language:

C-22  
5/15/15

#### ARTICLE 7 WAGES AND SPECIAL PAY

##### 7.24 Protective Footwear

- 7.24.1 The City agrees to ~~reimburse eligible employees~~ provide a voucher for the purchase of protective footwear for up to \$150 for ~~full-time employees~~ when it is determined by the Director of Human Resources or designee that protective footwear is required for the ~~full-time employee~~. Protective footwear shall meet established Occupational Safety and Health Administration's (OSHA) standards, current American National Standard for Personal Protection Protective Footwear standards and requirements as determined by the City Safety Officer or designee. The City will replace protective footwear as needed, but no more than once per calendar year. An individual may select an approved style that is more expensive than the City maximum by paying the difference.